

# The Interaction Point

Events and Happenings  
in the SLAC Community  
February, 1992, Vol. 3, No. 2



*If Age + Service = 75 Years*

## EARLY RETIREMENT INCENTIVE

by Lee Lyon

AS REPORTED IN THE FEBRUARY 12 ISSUE of the *Campus Report* and Burt Richter's February 14 *All Hands* memo, the University has established a Staff Early Retirement Incentive (SERI) program. Eligible employees and their supervisors will receive notification in March. The Personnel Department will conduct workshops in the auditorium during the week of March 9 for eligible employees, their supervisors, and managers. The schedule is as follows:

### Supervisors and Managers

March 9	10:00-11:00 A.M.
March 10	1:30-2:30 P.M.
March 11	10:00-11:00 A.M.

### Eligible Employees

March 11	2:00-3:00 P.M.
March 12	2:00-3:00 P.M.
March 13	10:30-11:30 A.M.

There are two ways to be eligible for SERI. An employee must have a minimum of 10 years of University service, and be 55 years of age, OR have age plus University service totaling 75 years prior to August 31, 1993. All service for the University as a regular employee accumulates to meet service requirements e.g., two stints of five years of regular University service meet the minimum requirement. Such splits in service do not automatically show up in our personnel system, so if you believe you are eligible for SERI and have not heard from the Personnel Department by March 9, please call Tineke Graafland at ext. 2366.

*Community Chest*

Retirement Incentive Supplement



*Community Chest*

Enjoy the Grandchildren



*Chance*



*Chance*



*Community Chest*

Can I Enjoy ???



*Community Chest*

Retirement Fund Collect ???



*Chance*



*Chance*

Retire & Enjoy



Advance to Go

Collect Retirement

*Chance*

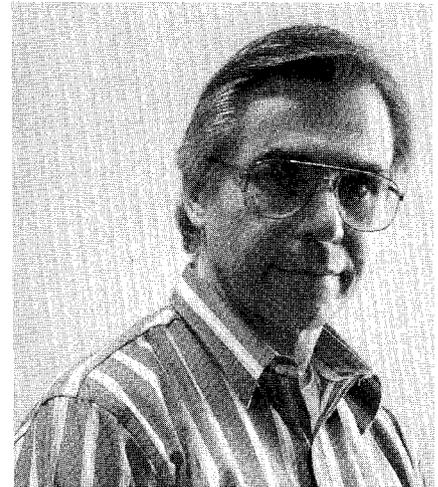


# KEN KASE NEW HEAD OF RADIATION PHYSICS

KENNETH KASE recently succeeded Richard McCall as Head of the Radiation Physics Department. Ken comes to SLAC from the Department of Radiation Oncology at the University of Massachusetts Medical School where he was Director of Physics and Professor of Radiation Oncology. No stranger to SLAC, he worked here as a health physicist from 1969 to 1973 and received his Ph.D. in biophysics from Stanford. When Ken decided to change the emphasis of his career from clinical medical physics back to research-oriented

radiation physics, he chose to come to SLAC to be in a place and with people he had known and liked before. His wife, Grady, will join him here in about six months when she closes her private psychotherapy practice. They have two daughters, Evelyn, who is doing her pediatric residency in Madison, Wisconsin, and Laura, a social worker in a Tacoma, Washington hospital. Whether you are one of Ken's old friends or a potential new one, please join us in welcoming him back.

—Ginger Brower



## REGISTER FOR MANAGEMENT AND SKILLS TRAINING

THE NEW MANAGEMENT and Skills Development catalog is generating increasing interest. Several classes listed in the catalog are full, so if you plan to register, now is the time to reserve a place in the classes that interest you.

Some highlights: *The Meeting Management and Facilitation Skills* workshop will benefit people who conduct meetings, chair committees, or work with others in group problem identification and prob-

lem-solving. This program will be rescheduled. Call ext. 2203 for the new date.

Most other classes are for supervisors and managers, and will be presented several times during February, March, and April. The *Leadership and Influence* class focuses on communication skills; *A Look at the Role of the First-Line Supervisor* reviews basic tasks and addresses how supervisory style affects the success of a work group;

*Supervising a Diverse Workforce* looks at the demographics of the changing workplace and the implications for managers and supervisors; *Effective Discipline* reviews a process for improving employee performance and provides an understanding of formal steps to take if needed.

For information on class availability call Hilda Korner at ext. 2203.

—Hilda Korner

### ERRATUM

IN THE JANUARY ISSUE we neglected to include Ed Garwin's name as a representative from Research in the list of members for the Health Promotion Advocacy Panel. Garwin can be reached at ext. 2415, M/S 72, or GARWIN@SLACVM.

*The Interaction Point* is published by Information Services of Stanford Linear Accelerator Center. Editors: Evelyn Eldridge-Diaz and Bill Kirk. Photographer: Tom Nakashima. Deadline for articles is the first of every month. Submissions may be sent electronically to TIP@SLACVM or by SLAC mail to TIP, M/S 68. Phone 926-4128.

## NEXT LINEAR COLLIDER WORKSHOP

THE LINEAR COLLIDER final Focus and Interaction Region Workshop, sponsored by SLAC and the International Committee on Future Accelerators, will be held at SLAC on March 2-6. Approximately thirty attendees representing European, Japanese, and Russian institutions, with a like number from SLAC and other US laboratories, are expected to attend. Topics at the workshop will include optical design and scaling; standard quad and final doublet design and support; beam position and beam size monitor design; synchrotron radiation and pair masking; muon pro-

tection; alignment; beam-beam physics; crossing angle choice; IP fast feedback signals; gamma-gamma conversion; and relevant aspects of detector design such as solenoidal field and muon sensitivity. Plenary sessions will be held on Monday, March 2, from 9 A.M. to 3 P.M. and Friday, March 6, from 8:15 A.M. to noon. The topic for the panel discussion is, "How Can We Best Coordinate World R&D Programs for Future Linear Colliders?" The plenary sessions and the panel discussion will be held in the Auditorium and are open to all interested parties.

—Kathy Asher

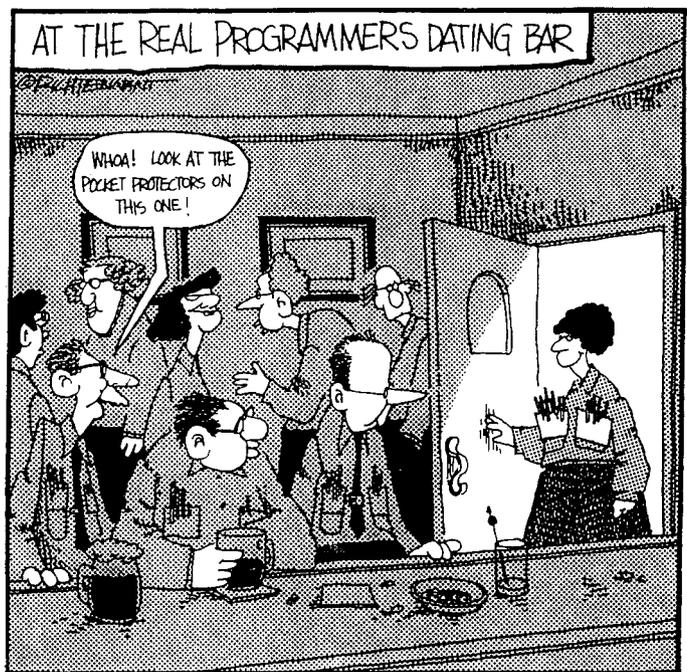
## Awakening our social conscience

# CONFRONTING SEXUAL HARASSMENT

SEXUAL HARASSMENT, a subject that has received local and national attention recently, was the topic of a panel discussion sponsored by the Women's Interchange at SLAC at noon on January 28. A summary of the discussion follows. Literature on the subject and a videotape of the presentation are in the library.

The panel was composed of four women whose careers encompass various aspects of dealing with sexual harassment. Sharon Levin, a social worker and counselor from the Stanford Help Center, moderated the discussion. Other panel members included Sally Baird, Director of Client Services at the YWCA (one of the client services is the Mid-Peninsula Rape Crisis Center); Susan Hoerger, Senior Legal Counsel at Stanford, representing University policies and the legalities involved with sexual harassment; and Anne Saldich, a sociologist specializing in Sociology of Communications, who presented a victim's experience of sexual harassment.

Ms. Levin observed that the televised proceedings of the Anita Hill-Clarence Thomas hearings, and the publicity surrounding the Dr. Frances Conley allegations at Stanford Hospital, made the public more aware of sexual harassment. Increasingly men are



At first glance this cartoon seems inoffensive. However, if posted where all employees could see it, it could be interpreted as sexual harassment.

Reprinted by permission of Rich Tenant.

A survey taken by the Working Women United Institute, conducted in upstate New York, resulted in these statistics:

- 70% of women surveyed have been harassed at least once;
- 92% think it is a major problem;
- 75% of those who were harassed ignored it
- 25% of those who ignored it were penalized by unwarranted reprimands of their work leading to dismissal;
- 18% complained through established channels;
- 60% of those harassed at least once were forced to leave their jobs.

Examples of gender harassment in the workplace:

- Honey;
- Dear;
- Make the Coffee;
- Take the notes...;

Examples of gender assumption:

- A truck for him, a doll for her;
- A secretarial job for her, a management job for him.

questioning whether some of their actions toward female colleagues are appropriate.

Ms. Baird mentioned that sexual harassment has always existed, defining it as unwelcome sexual advances, requests for sexual favors, sexual jokes, and other verbal or physical conduct of a sexual nature. Sexual harassment can be simple or complicated, but changing our behavior can deal with it effectively.

Ms. Hoerger presented the University policy, the law, and some facts and myths about sexual harassment. She echoed Ms. Baird's definition of sexual harassment, calling it the national definition. What may appear to be sexual harassment to one person may not seem so to another. The Civil Rights Act of 1964 outlaws sexual harassment, as do the California Government and Education Codes. Stanford's policies on sexual harassment and sexual assault are not limited to women and apply to faculty, staff, and students.

Ms. Saldich claimed that Anita Hill was not believed partly because she stayed silent for 10 years. For 29 years Ms. Saldich was silent about her attempted rape by a nationally known professor, the director of a preeminent institution that helped underprivileged students. Like Anita Hill, Ms. Saldich remained silent. Furthermore, she continued to see and correspond with the man who tried to rape her. Why? Socialization, she supposes; society teaches women to smooth things over. Ms. Saldich said that she never forgave, never forgot.

Ms. Saldich said that silence is a woman's defense and a man's weapon. She encouraged women to go public; a question-and-answer period on how Ms. Saldich might have handled her situation if it had happened today followed the panel discussion.

—Janet Dixon

## Welcome Guests and New Employees

**Catherine Carr**, Mechanical Design; **Gregory Diaz**, Mechanical Fabrication Department; **Noam Eisen**, Klystrons; **Robin Erbacher**, Time Projection Chamber; **John Hanson**, Time Projection Chamber; **John Hoopes**, Mechanical Engineering; **Rachel Howard**, Business Services Division/Legal Counsel; **Kenneth Kase**, Environment, Safety & Health; **Mary King**, Group E; **Walter Leclerc III**, Environment, Safety & Health; **Kristi Luchini**, Controls; **Nancy Mar**, Group A; **John McGowan**, Information Services; **Hans Peter Nilles**, Theory; **Michael Samoilov**, Theory; **Michele Talbert**, Mechanical Engineering; **Thomas Tamshen**, Environment, Safety & Health; **Thomas Van Geel**, Accelerator Department; **Haipeng Wang**, Theory and Special Projects; **Klaus Witte**, Accelerator Department; **Donald Yennie**, Theory; **Bruce Youngberg**, Environment, Safety & Health.

## YOU CAN HELP: SERA NEEDS MEMBERS

THE SLAC EMERGENCY RELIEF ASSOCIATION (SERA) is a personal assistance organization formed in 1968 by SLAC employees to aid those of the SLAC community whose financial conditions have become desperate due to emergencies beyond their control.

In these problem times, SERA's disbursements have increased. SERA income is primarily from the donations of its members. *You can help.* A payroll deduction of 50 cents or more per month is all that is necessary to become a full voting member. A \$6.00 lump sum donation or the authorization of a larger monthly donation (the current average is \$2.50 a month) is also possible. SLAC employees should consider joining in this worthwhile enterprise.

SERA stands ready for those of us who need a helping hand. We need your support to continue this effort. Those employees who are already members of SERA might consider increasing donations. Those who are not members of SERA can use the coupon below to join SERA today.

Please help by indicating your donation and drop it in the mail today!

—Ben Smith



CONTRIBUTION TO THE SLAC EMERGENCY RELIEF ASSOCIATION

I want to do my part to HELP

My check is enclosed.

I would like to donate \$ \_\_\_\_\_ to SERA.

I authorize a payroll deduction of \$ \_\_\_\_\_ per month for SERA, to continue until further notice.

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Please print name)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Employee number)

RETURN TO SLAC EMERGENCY RELIEF ASSOCIATION (SERA), M/S 12.  
For more information call or write: P. Maksi, Secretary, ext. 2965.

All meetings are held in the Orange Room, unless another location is listed. Please notify the Public Affairs Office of any additions or changes by calling ext. 2204 or sending e-mail to NINA@SLACVM.

### March 2-6

Next Linear Collider  
IR Workshop  
Auditorium/Orange  
Room/Green Room  
(J. Irwin, R. Ruth,  
K. Asher)

SLD Week/Electronics  
and Triggering  
(TBA)

### March 6

US Tau-Charm  
Collaboration  
R&D Meeting  
Group I Conference Rm

### March 13, 9 A.M.

SLUO  
Executive Committee

### March 18, 9-4

SUBB Mobile Blood Drive  
Auditorium Lobby

### April 2-3

Mekometer Calibration  
Workshop (TBA)  
(R. Ruland, B. Bell)

### April 6-10

SLD Week/Software  
(TBA)

B Factory Conference  
Auditorium/Orange Rm  
(J. Dorfan, D. Hitlin,  
A. Pacheco)

### April 8

US Tau-Charm  
Collaboration R&D  
Group I Conference Rm

### April 9-11

SLD Collaboration  
Chateau la Cresta  
(M. Breidenbach,  
C. Baltay, B. Barrera)

EVENT CALENDAR: MARCH-APRIL 1992